

SECRET

6 January 1966

NPIC Personnel Ceiling and Recruitment Effort Study

Problem:

- 1. a. In consideration of the probable authorized personnel ceiling strength for FY 1966 and FY 1967 and, in consideration of the progress of the personnel recruitment effort directed toward satisfying ceiling requirements for specific skills -
- b. Will there be, at critical dates, shortages of personnel having needed skills, and - is it necessary or desirable to offer employment on a provisional clearance basis to some number of employee candidates known to have these skills?
- c. If a shortfall is indicated, how many people at what times should be offered provisional clearance employment to meet the requirement?

Data Concerning the Subject:

- 1. NPIC memo of 22 September 1965 (Attachment 1) states a requirement for EOD's per month for EOD's over the period October 1965-June 1967 (through FY 1967). This estimate predicated on an authorized personnel ceiling for FY 1967 of employees and also considers estimated attrition during this period.
- 2. The present authorized ceiling for FY 1966 is
- 3. The tentative authorized ceiling for FY 1967 is
- 4. On the basis of the tentatively approved FY 1967 ceiling of rather than the figure cited in the NPIC memo, a recomputation of the monthly EOD requirements, considering attritions, is estimated at persons.
- 5. NPIC memo of 22 September reports an on-duty strength of at that time. The NPIC Task Force report of 8 December (Attachment 2) cites an on-duty strength of at 30 November.

25X9

25X9

25X9

25X9

25X9

25X9

25X9

25X9

25X9

25X9

GROUP 1
 Excluded from automatic
 downgrading and
 declassification

SECRET

SECRET

- 25X9
25X9
- 25X9
25X9
- 25X9
- 25X9
6. At 27 December the on-duty strength reached . This is an increase in on-duty strength at an average rate of EOD's per month. 25X9
25X9
 7. The NPIC Task Force Report dated 21 December 1965 (Attachment 3) notes that at 17 December 1965 there were applicants in process. 25X9
These applicants are considered to have the skills required. An analysis of this report (Attachment 4) indicates that a potential maximum of applicants could EOD by 1 May 1966 (5 months) or at the rate of EOD's per month. This estimate does not consider losses by applicant rejection of employment, security or medical rejections. Neither does it anticipate any probable additional EOD's of candidates interviewed after 17 December. Depending upon the success of the recruitment effort through the end of March 1966 but using the experience factor, it is possible that an additional to persons could EOD in the May - June period. This estimate considers a processing time of from 90 to 120 days including full security clearance. At this rate of gain a potential maximum on-duty strength of about could be reached by 30 June 1966 (Attachment 5). 25X9

Conclusions:

1. On the basis of information at hand, using an experience factor in the personnel recruitment and clearance process, a projection of the probably EOD rate over the period January - June 1966 indicates that the FY 1966 ceiling authorization of will not be reached until May 1966. 25X9
2. By February 1966 on-duty strength should approximate per cent of ceiling authorization, by March - per cent, by April - per cent. 25X9
25X9
3. To reach the authorized FY 1966 and FY 1967 ceilings at earlier dates, the rate of EOD's must be accelerated by employing some number of applicants on a provisional clearance basis. 25X9
4. Prior to 1 July 1966 on-duty strength will probably exceed the FY 1966 authorized ceiling. In order to reach the FY 1967 authorized ceiling at the earliest possible date, accelerated recruitment will probably be continued even though NPIC will be over ceiling during the month of June.

SECRET

SECRET

5. The Office of Personnel and the NPIC Task Force must closely follow the recruitment processing and EOD rate in order to avoid the effort and cost of an unnecessary accelerated recruitment program.

Recommendations:

1. From the files of applicants having the most critical skills and using appropriate criteria, the Task Force should select employee candidates for provisional clearance. This would provide for an earlier and larger input to NPIC immediate critical requirements than is presently anticipated from the full security clearance processing route. This initial group and those applicants now in full security clearance process and expected to EOD during February - May 1966 would probably be sufficient to ensure an on-duty strength of before 30 June 1966 -- possibly by 1 May.
2. NPIC has the space to accommodate up to people brought in on provisional clearances. OTR does not have the facilities in-house to handle uncleared persons in a training status.
3. OTR must establish an unclassified training course, provide the instructors and conduct the course at NPIC. In view of the probable EOD rate it does not appear to be necessary to plan for a continuing training program for provisionals. OTR says they do not have the instructors available (Attachment 6) but the capability must be found.
4. Ensure that Office of Personnel continues to aggressively recruit applicants for the requisite skills. There should be no relaxation in recruitment when it may appear that on-duty strength will reach or exceed FY 1966 ceiling authorization prior to 30 June 1966.

25X9

25X9

25X9

SECRET

STAT

Approved For Release 2003/05/27 : CIA-RDP84-00780R001400090075-8

Approved For Release 2003/05/27 : CIA-RDP84-00780R001400090075-8

Approved For Release 2003/05/27 : CIA-RDP84-00780R001400090075-8

Material on NPIC Study referred to
in DD/S 66-0323.

Approved For Release 2003/05/27 : CIA-RDP84-00780R001400090075-8